

# IMYM Arrangements Committee

## MINUTES of a MEETING

held First Month, Fifteenth & Sixteenth Days, 2022, via Zoom

### DAY 1: PLANNING FOR IN-PERSON IMYM GATHERING

We began with worship.

#### Presiding Clerks' Welcome

Gale Toko-Ross & Valerie Ireland

Gale and Valerie, the Yearly Meeting's Presiding Co-Clerks, gave warm greetings and expressed appreciation for our togetherness today and for our important work in helping to create a meaningful gathering. Gale likened us to a caring village – a village of networked relationships and values that connect us and enrich us. God willing, we will meet in person this summer. Despite the many challenges of the past and present, we will persist. Valerie recited the following words from Emily Brontë:

No coward soul is mine  
No trembler in the world's storm-troubled sphere  
I see heaven's glory shine, and faith – faith shines equal,  
Arming me from fear.

The complete Clerks' Welcome appears in the Appendix to these Minutes.

#### General Information

- We hope to hold Yearly Meeting 6/13-19 at Fort Lewis College (FLC). They have already reserved 6/12-19 for us, allowing a day for pre-session set up, Early Days programming on 6/13-15, with the regular activities starting in the evening of 6/15. Even if we meet in-person, the gathering will also have a virtual component.
- By mid-February, the presiding clerks (in consultation with the clerks of the Representatives and Arrangements Committees) will decide whether the gathering will be in-person or virtual by mid-February.
- Working groups may visit the campus to scope things out, but only Janie Cravens, our Facilities Liaison, should negotiate any agreements or contracts.

#### Program Working Group

Sarah Beutel & Andrew Banks

The initial PWG meeting focused on the approach to their planning process.

#### ISSUES:

- How should the PWG determine the gathering theme – should they select a theme, and then look for a speaker, or should they choose a speaker, out of which might arise a theme? Other theme-related discussion for the PWG to consider:
  - 1) The issue of our relationship with Native Americans has been an important one for IMYM.
  - 2) IMYM queries this year focus on issues of community and membership.
  - 3) Should we think about a theme that resonates with JYF and SYF Friends, or better yet, have them actively help choose a theme?
- How “large” a program do Friends desire? A more simplified and streamlined program might better meet the needs of those present this year. Because we have felt physically distanced for so long, Friends may want more unscheduled time.
- The PWG received suggestions to simplify our Zoom events: we might have no overlapping

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programs, but simply a single linear program. Or we could schedule fewer programming time slots, with more space between the time slots.

**ACTION:** Everyone, please send the PWG suggestions for keynote speakers and theme ideas.

### **Seminars & Interest Groups**

Deneen Crandell

IMYM will distribute Deneen's *Call for Interest Groups* soon. The PWG will review submissions and make the final decisions on the number, topics, and presenters.

Deneen clarified the differences between a workshop, seminar and interest group. Workshops involve hands-on activity; Interest Groups are one-shot presentations; Seminars generally extend over more than one day. We might also offer online interest groups and seminars either before or after the gathering.

### **Worship Sharing Groups**

Coordinator yet to be identified by Nominating

Assuming that we meet in person, how will Worship Sharing be done this year? Barb Stephens volunteered to assist the next coordinator, because of her experience in this area.

David Nachman summarized responses to the web survey sent out by IMYM (pre-Omicron). Results indicated that about 20% of those surveyed would not attend in person due to CoVID-19, or for other reasons, so online participation may be the only option for these folks. Online worship sharing groups got high ratings in 2020 and 2021, so we expect success online in 2022.

**ACTION:** Molly Wingate serves on the IMYM Nominating Committee and would appreciate names for Worship Sharing Coordinator (for that matter for any unfilled positions in the YM).

### **Youth Program Working Group**

Emily Box

No written report

### **Children's Yearly Meeting**

Penny Thron-Weber & Molly Wingate

The CYM leaders will only organize the core Children's YM program, which runs Thursday through Saturday from 8:30-noon for the 4-11 age group. We will not plan for children's activities during Early Days or during afternoons., but will need parents and other interested adults to organize afternoon children's activities (e.g. swimming, field trips, Frisbee). They request that Emily Box coordinate the Nursery program.

CYM Space requests: a large open indoor space, outdoor space with trees and shade, a kitchen and bathrooms. They are uncertain what supplies already exist and where they are. The tentative theme is "Celebrating the Divine in Everyone," unless the PWG theme (TBD) seems more suitable.

The leaders working with children need background checks done in advance, through a contract background check organization. We have not required background checks for drop-in volunteers in past years, and will need many such volunteers this year.

**ACTIONS:**

- Leslie Stephens, Operations Coordinator, requests that the Children's Program room and space requests be emailed to him. Dave Nachman requested that he and Janie Cravens, Facilities Liaison be copied on this email.
- If CYM has any special registration requirements, please send them to Deb Hall and Tom Vosburg, Co-Registrars. Also, the College may also need particular information for liability,

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emergencies, etc. It is unclear whether this could or should be part of IMYM's registration process.

- If CYM needs any special books to support their program, the leaders should let Roni Burrows know well in advance.

### Senior Young Friends

Brenda Chung & Nicola Gacy

Nicola Gacy, SYF Co-Clerk, read a report (see the Appendix). They sincerely hope SYF can meet in person in 2022. The SYF leadership discerned no interest in an online gathering. They feel that Zoom contact would not meet their group's needs, so they have made no plans. Friends expressed gratitude to SYF clerks who have now served beyond their agreed terms due to the pandemic.

**ACTION:** SYFs urgently need an updated and accurate list of current SYF-eligible teens so they can contact them. Dave Nachman will reach out to all monthly meetings asking for them to identify and provide contact information for those who will have finished at least one year of high school, and will then send this information on to Nicola and Brenda. Lisa Motz-Storey also suggested including a notice in the next IMYM Clerks' Newsletter.

### Registration Process

Deb Hall & Tom Vosburg

Both Co-Registrars are new to registration duties. Tom will be handling the technical side, and Deb will handle the rest. As much as possible, technology will be leveraged to handle as many logistical details as possible. To do this, the Registrars need to know your specific needs. Tom will set up a dedicated Registrar email and asks Friends to use that avenue to contact Deb and Tom about any registration issues. Tom gave an overview of Cvent, the specialized online event registration system that they are using, which allows for a great deal of customization and is able to generate forms and reports that meet our specific needs. However, he stressed that in order to meet these needs, they need to have very detailed information about what kind of output data is required.

There was a question about who will be assigning rooms. Tom says room assignments should mostly be automatic through the registration process. Ultimately, Leslie needs to know who lives where, in order to coordinate the golf carts and other needs. Penny reminded us that it is helpful for young families be housed together. And of course, SYFs needs to be located in a building together, with a space nearby to hold their meetings for business.

**ACTION:** Please let Deb and Tom know if your program at has ANY special needs or custom questions to be integrated into the programming of the registration process. For example, the registration process could list worship sharing types or detail the various volunteer roles in drop-down menus.

### Volunteer Coordinator

Risa Wolff

Risa's main question is what volunteers will be needed. She has access to some old lists on the IMYM website, but they may not be current. She would also like to see a job description for her job, as she has not seen one. Dave Nachman will send her one.

**ACTION:** Please send Risa a list of the number of volunteers you will need as well as a description of those volunteer positions. (Rosemary suggested that her program, for instance, might need folks who can assist those with various accessibility needs).

### Junior Young Friends

Abby Prewett, Jane Kroesen, Lisa Grenier

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Abby reported on JYF ideas. If we don't meet in person this year, they decided not to have an online program. They believe strongly that there is very little interest among JYFs in meeting online.

In terms of their program, they are interested in being independent, without their program being structured by adults. They want to plan their program and activities themselves. Swimming, camping, field trips, stargazing were all mentioned as activities they are interested in. To the extent possible, JYFs themselves would lead their program.

Andrew Banks expressed appreciation for this JYF vision, and encouraged the JYF leaders to consider what helpful roles adults could take, leaving program participants freer to do the essential and fun stuff.

It is important that JYFs envision what they want their program to look like in 2022, not based on how IMYM structured and ran their program in the past. One Friend suggested holding a JYF listening session on campus. The JYFs want to move their program more into alignment with the SYF structure, rather than the Children's Program.

The suggestion arose that perhaps JYFs and SYFs be of assistance to Rosemary. Would asking them about this possible role make young friends feel more a part of the larger community? Would it be a good thing or might it seem as intruding into JYF and SYF time together? It was suggested that we encourage YFs to be part of the greater gathering by volunteering in any way they wish.

### **Bookstore**

Roni Burrows

The bookstore will provide books of interest to Quakers and materials requested by the programs of IMYM, including the keynote speaker. Also, the bookstore will provide a space to make arts and crafts available for sale. Roni will create a social space within the bookstore where people can play games or just hang out.

**ACTION:** Let Roni know if there are particular books that are needed to support IMYM programs.

### **OTHER:**

Penny Thron-Weber requested that we not insist upon vaccination and would be glad to discuss her reasons with the appropriate parties. The Clerks will consider whether we should leverage rapid testing. The State of Colorado and Fort Lewis College may also have their own rules and mandates. We ended our first day of planning together with worship.

## **DAY 2**

### **IMYM GATHERING PLANNING IF ONLY ONLINE**

1/16/2022

We began with worship

The focus of today's meeting is to explore the possibility of the gathering being exclusively online instead of in person. The discussions will also inform possible hybrid format considerations.

### **Program Working Group**

Sarah Beutel & Andrew Banks

The Program Working Group will consider what kinds of interest groups work best in an online or hybrid format. It will not be the same experience for people who are online as for those who are in person, but we can aim to make those different experiences the best they can be. A blended format option (with participation online and in person simultaneously) will be more technologically

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challenging, and it is uncertain if the appropriate equipment exists at Fort Lewis College.

**ACTION:** Leslie Stephens volunteered to visit the college and assess their technical capabilities (bandwidth, computers, cameras, mikes, projectors).

The program will need to be solidified and in place before registration opens. The College will need to know numbers by mid-April, so it was determined that registration should start in March.

The IMYM Clerks hope to decide whether we will be in-person or virtual by mid-February and will send out the call to yearly meeting shortly afterward.

### **Youth Program Working Group**

Emily Box

It was clear that YFs are only interested in gathering in person. A great deal of discussion centered around whether and how to provide some technological ways to include YFs if we meet only virtually. It is important to be aware that SYFs and JYFs want to be as independent as possible. We might propose some of the following suggestions if the gathering will be online:

- A virtual gaming room (for games such as Minecraft®) or a virtual cantina (hang-out room), which she thinks would be of interest to younger Friends.
- Virtual board games, which could provide an intergenerational experience.
- An intergenerational worship-sharing group. This committee cannot speculate whether there would be interest or not, so Emily Box will reach out to the YF Clerks or ask the young Friends in her family for their views.
- Dave wondered if some young Friends might want to participate in the adult program. Even if most may not feel interested, we should welcome them as full members of the community.
- One virtual hangout/gaming night.
- A Young Friends drop-in Zoom room.
- SYFs may want to set up their own Discord® channel, without any adult involvement.
- Roni suggested that we let YFs know what tools and technologies are available and then let them take the lead in deciding what they want to do with these tools.

Rosemary thought that YFs should not be asked to pay<sup>1</sup>, especially if they are minimally or sporadically involved in the program. However, it would be good if people registered, so we can control access to virtual rooms.

### **Registration Process**

Deb Hall & Tom Vosburg

The Registrars have been testing the Cvent software. They will need to know soon whether the college has the equipment to handle a blended meeting, which Leslie Stephens will check out (see Program Working Group action item above). A blended event will also require a team of tech volunteers.

What will the payment options look like? The registration will accommodate Pay as Led, all the various housing options and meal costs, and donations to IMYM or Mountain Friends Camp.

For people who have problems registering, a plan is getting to have assistance available by phone (for details see Accessibility section below).

### **Volunteer Coordinator**

Risa Wolff

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<sup>1</sup> IMYM has committed to 'pay-as-led' registration, so cost won't prevent anyone's participation in 2022.

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She is asking for input from everyone. Because she knows less about virtual meetings, she's asking for a list of volunteers used during the last 2 years during virtual gatherings?

**ACTION:** Dave offered to find out who last year's Volunteer Coordinator was, and pass this information on to Risa. Risa is creating a list of volunteer positions she will need, which she will pass on to the Registrars.

Tom says most of the volunteer help during the virtual gathering involved Zoom hosts who helped with each virtual time slot. Because people are more comfortable with Zoom, and because we may have fewer simultaneous sessions (TBD), fewer Zoom volunteers may be needed. Some training of Zoom volunteers may be necessary.

### Facilities Working Group

#### Operations

Leslie Stephens & Jonathan McPhee

Operations may not have a role if we gather online. If so, Leslie will volunteer to help where he is needed.

#### Accessibility

Rosemary Blanchard

Needs another assessment of the physical space on campus, since much could have changed since 2020 (see Appendix for full 2020 report).

We must plan for smooth access whether we meet in person or virtually. Zoom accommodation could include closed captioning, as well as other assistive technology. The registration process must also meet the needs of a range of differently-abled individuals. Tom will help as best he can.

We aim to make the registration process as easy as possible, but some people will have difficulty registering. Deb Hall volunteered to register people who cannot do so by computer (whether differently abled or just not comfortable with technology). Her phone number will appear on the registration page and provided to Monthly Meetings so that people who feel uncomfortable with computers can simply call Deb for help.

#### Bookstore

Roni Burrows

If needed, the bookstore can go fully online by linking with [Quakerbooks of FGC](#). Roni could arrange virtual author events as well. There was a question about whether the author or subject matter of the book showcased needs to be Quaker-oriented. Roni was open to the subject matter not necessarily being Quaker in nature.

#### **ACTION:**

Dave Nachman offered to update the yearly meeting website. He will include names of people present today and their planning responsibilities. People present gave permission to have their email addresses listed.

We closed with worship, grateful for our time together.

In Light and Love,

Lisa Fay Lister – Recording Clerk, Arrangements Committee

### **PARTICIPANTS**

**\* Indicates this person attended either the Jan 15 or Jan. 16 meeting, or both.**

Name and Monthly Meeting

IMYM Position

## IMYM Arrangements Committee

David Nachman, Tempe*	Clerk, Arrangements Committee
Lisa Fay Lister, Colorado Springs*	Recording Clerk, Arrangements Committee
Deb Hall, Albuquerque*	Co-Registrar
Tom Vosburg, Fort Collins*	Co-Registrar and IMYM Tech Lead
Leslie Stephens, Boulder*	Operations Co-Coordinator
Jonathan McPhee, Boulder	Operations Co-Coordinator
Andrew Banks, Boulder*	Program Working Group Co-Clerk
Sarah Beutel, Boulder*	Program Working Group Co-Clerk
Risa Wolff, Mountain View*	Volunteer Coordinator
Emily Box, Salt Lake*	Youth Working Group Coordinator
Roni Burrows, Tempe*	Bookstore Coordinator
Deneen Crandell, Colorado Springs*	Seminars and Interest Group Coordinator
Penny Thron-Weber, Mountain View*	Children's Yearly Meeting Co-Coordinator
Molly Wingate, Colorado Springs*	Children's Yearly Meeting Co-Coordinator
Lisa Grenier, Pima*	Junior Young Friends Co-Coordinator
Jane Kroesen, Pima*	Junior Young Friends Co-Coordinator
Nicola Gacy*	Senior Young Friends Co-Clerk
David Wolf, Pima*	Senior Young Friends Adult Presence
Brenda Chung, Logan*	Senior Young Friends Adult Presence
Rosemary Blanchard, Albuquerque*	Ombudsperson for the Differently Abled
Janie Cravens	Facilities Liaison
Gale Toko-Ross, Boulder*	IMYM Presiding Co-Clerk
Valerie Ireland, Boulder*	IMYM Presiding Co-Clerk
Lisa Motz-Storey, Mountain View*	Representatives Committee Clerk
Jerry Peterson, Mountain View	IMYM Treasurer

## APPENDIX

### Presiding Clerks' Welcome

Welcome and many thanks to each of you, who have agreed to help create the structure of IMYM's gathering for this year. Whether we are ultimately able to gather in person, virtually, or some combination of the two, we are grateful for the ability to be here today, to deepen our connection to Spirit, to enjoy each others' company, to do the work of our Yearly Meeting, and to laugh with each other, as we share our joy and our gifts, as well as our challenges.

It's the structure of this organization that makes this work even possible to do now. Our 4-lane group of clerks (including the Arrangements and Representatives clerks), our PWG Friends, and all the associated Friends who have volunteered for various essential positions and committees, sets the structure for our success. Our heartfelt thanks for the work of each and every Friend, whether they view their roles as major or minor. We recognize that it takes a fairly large village to raise up a community; as Hillary Clinton said, that village consists of the network of relationships and values that connect us and bind us together.

When I am talking about "It Takes a Village", I'm obviously not talking just about or even primarily about geographical villages any longer, but about the network of relationships and values that do connect us and binds us together.

~~ Hillary Clinton, Speech At Harvard's Kennedy School Of Government, Cambridge, MA, 10/4/96

Even with nearly three year's experience under our belts, this process can be challenging, whether our sessions are in person, virtual, or some combination of the two. Our goals here and over the next few months are large:

- To create sessions that will engage Friends and feed each of our souls
- To provide a forum for us to share joys, sorrows, patience, and compassion for each other and the rest of our world
- To strengthen our village and beloved community, no matter how far-flung we each may be
- To deepen our connection to God, however we each may define Them
- To allow us each to listen and share deeply with each other
- To support, and meet the needs of as many Friends as possible, whether they be part of the JYFs, Children's Yearly Meeting, OAFs, SYFs, or YAFs
- To provide resources for far-flung Friends who may not be able to join us in person, or seek deeper connections with our Quaker village
- To do the business of our Yearly Meeting

With God's grace, we will be able to see each other in Durango in a few months. Today, we are here, prepared to weather glitches in tech, time, COVID, and distance. We look forward to this June: God willing, and COVID permitting, we hope to meet in person in Durango, ready to hug each other deeply enough to make up for the last two years! We are happy to be here, a little wiser, a little worn, but lifted by our own resilience and that of others. Here we are, despite pandemics, politics, world events, and life in general. We are here. No matter the challenges, we will persist.

### No Coward Soul Is Mine

No coward soul is mine

No trembler in the world's storm-troubled sphere

I see Heaven's glories shine

And Faith shines equal arming me from Fear...      ~~ Emily Bronte



## IMYM Arrangements Committee

SYF Report to Arrangements Committee  
January 13, 2022

SYF Clerks and FAPs met on 12/18/21. We felt that an in-person meeting is the most important thing for the SYFs, and that the SYF community can be rebuilt by those who show up. We also ascertained that minimally, we need to find a new Recording Clerk and one new FAP for the 2022 IMYM gathering.

Nicola Gacy, SYF co-clerk, volunteered to help organize an SYF in-person gathering for the weekend of January 21-23 in Boulder, CO. She emailed Boulder Meeting and inquired about using the Meeting house for the SYF gathering. As of today, she has received no answer. In the meantime, we have decided that a January in-person meeting is no longer possible due to the continued surge of the Omicron COVID-19 variant in the country. As of today, we are uncertain if and when an in-person SYF gathering can happen between now and the 2022 IMYM gathering.

We are very much hoping that the 2022 IMYM gathering can happen in-person. Once that decision is finalized, we can try to do what planning is possible before the gathering. The most important thing for the SYF community is that we can meet in-person. Those who show up at the gathering can rebuild the program while we are together.

We also would like to request an updated list of people in SYF (especially those who have risen to the age group) and their contact information—if at all possible. If we are to meet virtually or in person before June, we will need this information to make sure every SYF is included (rather than relying on our 2019 contact list). Would this be possible? If so, who would have the most information?

We have made no plan for a virtual SYF gathering during the 2022 IMYM gathering.

SYF Clerks & FAPs

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### Report on Access to Arrangements Committee and Representatives Committee

*From: Rosemary Ann Blanchard, Ombudsperson for the Differently Abled Within IMYM*

February 2, 2020 – Ground Hog Day (Again?!)

#### LET'S ACCESS THE ABILITIES OF ALL FRIENDS WHO PARTICIPATE IN IMYM

##### 1. FRIENDS WILL ENJOY MORE ACCESS AT IMYM Ft. LEWIS

Attendees at IMYM Annual Gathering at Fort Lewis College in Durango, CO, will be able to enjoy a much greater degree of accessibility and inclusion in the activities and life of the gathering, notwithstanding unique circumstances that may affect their ways of participating and necessitate accommodations by their hosts and their community of Friends.

Because of our long, Friendly sojourn at Ghost Ranch, we may have gotten out of the practice of actively seeking ways to make attendance at Friendly events by the differently abled participants in Friends' life more seamless and user friendly.

Fort Lewis College offers many more opportunities to fully include Friends of all abilities, strengths, light and limitations. FLC is subject to the requirements of the Americans with Disabilities Act in regard to their students, staff, faculty and members of the public who use their facility. From talking with the Disability Services staff at FLC, it is clear that they embrace this responsibility and have made many adjustments to the physical space and to their ways of engaging with all people who use their campus.

As Ombudsperson for the Differently Abled at IMYM, I have visited with Greg Weiss, FLC Conference Liaison, and Kristen Polens, Director of Disability Services and taken an extensive walkabout, in addition to the Arrangements Committee's own site visit. I have also researched best practices for maximizing accessibility and inclusion at conferences and other public events. Greg and Kristin have given us the following information and assurances:

“The Student Union, Animas Hall, Bader/Snyder, and Noble Hall are completely ADA accessible buildings – Student Union, Animas Hall, Bader/Snyder are new buildings that had to be completely ADA accessible. Noble Hall and Art Hall have been retrofitted. Escalante Hall is wheelchair accessible but not truly ADA compliant. Centennial Apartments have a few apartments that are wheelchair accessible but are not truly ADA compliant buildings. Centennial Service Building is an out building so wheelchair accessible but not completely ADA compliant. Campus wide there has been a lot of work to make all sidewalks ADA compliant. There might be a few that are still in the process of being worked on, but there is access to all parts of campus. There are handicap parking all over campus. We also have several gender inclusive bathrooms around campus, and Fort Lewis Policy states that anyone can use any restroom they feel comfortable with. As a State Institution, we have very broad inclusivity policies.”

Greg has provided the link to FLC's Accessibility Map of the campus, this is a map that indicates the walks, roads, etc, around the campus that are wheelchair accessible (no stairs or other impediments to access. It is available at <https://www.fortlewis.edu/physicalplant/LifeSafety/ADARoutes.aspx>.

##### 2. TO REALLY MAKE DIFFERENTLY ABLED FRIENDS WELCOME, WE MUST DO OUR PART, TOO

While Ft. Lewis is more accessible and more supportive of all abilities on their campus, they cannot and will not do for IMYM the acts of thoughtfulness and inclusion that we must do for ourselves. They provide a space within which we have the opportunity to explore our witness to honoring that of God in every person.

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At its 2019 Annual Gathering, IMYM adopted the following Minute:

### Universal Design

MINUTE 20190614(b): Friends seek to guide their activities and their organizations by principles that respect equality of every person and foster community for all through broad participation in the life of our Meetings. In the 2019 and future gatherings of Intermountain Yearly Meeting of Friends, we will seek to create an inclusive environment that encourages full participation of all in the life of our Yearly Meeting. We seek guidance and recommendations from those who have experience with various accessibility needs and experience with creating universally accessible built environments and programs. *[Note: Universal design is described as “the process of creating products and built environments to be usable by all people, to the greatest extent possible, without the need for adaptation. Universal design benefits everyone and promotes a more inclusive environment for individuals with disabilities. Unfortunately, physical and attitudinal barriers limit the full involvement of people with disabilities in their communities. Promoting a more inclusive environment helps to challenge an “ableist” world view by increasing recognition of disability as a diversity factor...Designing for universal access from the start prevents the need for more costly and often less pleasing adjustments.”*

<https://www.apa.org/pi/disability/resources/publications/newsletter/2013/11/inclusiveenvironment.aspx>]

What will this commitment mean for IMYM in 2020? Let’s plan now and pay attention when we undertake our transitioning Annual Gathering at FLC.

As was shared with Arrangements Committee at our Durango meeting, there are many guides available to help Friends plan how to make our IMYM gathering accessible and welcoming to all Friends, including Friends with special accessibility needs, in order to fully participate in our activities. Two that were shared with Arrangements Committee were the Rooted in Rights Checklist “How to Make Your Social Justice Event Accessible to the Disability Community” ([https://media.rootedinrights.org/wp-content/uploads/2017/02/15232943/SocialJusticeEventAccessibilityChecklist\\_RootedInRights-1.pdf](https://media.rootedinrights.org/wp-content/uploads/2017/02/15232943/SocialJusticeEventAccessibilityChecklist_RootedInRights-1.pdf)) and an Accessibility Guide from CONvergence, a fantasy and science fiction media convention that takes place every year in Minnesota. I have created a link to an Adobe cloud address for the Convergence Guide: <https://documentcloud.adobe.com/link/track?uri=urn%3Aaad%3Aascds%3AUS%3A9292b9f6-3b82-4adc-bddd-55e81a65a061> .

### 3. SUGGESTIONS TO MAKE IMYM’S ANNUAL GATHERING WELCOMING AND FRIENDLY TO DIFFERENTLY ABLED ATTENDERS:

#### a. In the Registration Process Itself:

- i. Include an **Accessibility Statement** in the Registration materials and website. An example: *“IMYM is committed to providing universal access to our Annual Gathering to the greatest extent possible. Please identify your accessibility needs in your online registration and when you check in. Advance notice may be necessary to arrange for some accessibility needs. Every reasonable effort will be made to provide reasonable accommodations in an effective and timely manner.”*
- ii. Include a “Welcome Back” invitation to differently abled Friends in the Call to IMYM. Many in IMYM may have given up attending the Annual Gathering because it was too difficult to get around. Let’s tell Friends that IMYM misses them. We need them to help us access abilities they possess.
- iii. Let’s try to make the registration process more accessible online. Here’s a link to WebAIM (Web Accessibility in Mind) that describes the basics of making an accessible website.

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<https://webaim.org/intro/#principles>. What is most important is that everyone can access and use the registration site and that they can easily get help if they have trouble using the format. There are members and attenders within IMYM who can help us do this right.

iv. Provide a place in the initial registration materials for Friends to indicate any special needs they or a family member may have. A checklist would be helpful, but should also include a place to indicate any needs not listed.

v. Despite the much greater accessibility, there will be some rooms, particularly in lodging that are not accessible to all. However, IMYM can assure that Friends who need accessible lodging can self-identify in the registration process and be provided with accessible lodging. It is important that the cost of lodging not be greater for those requesting accessible lodging.

vi. FLC also provides for various dietary requirements in their food court. IMYM should include in registration materials a place for Friends to indicate any dietary requirements (including any food allergies) so that we can be sure their needs can be accommodated by FLC and so that FLC can know what our requirements are. It will be a good idea to provide information at on-campus registration and sign-in about how and where to secure appropriate food alternatives.

vii. When Friends arrive at the Annual Gathering, it would help to have an Accessibility Table in the registration area with information and resources. These are some suggestions from the CONvergence access guide:

### **Accessibility Table Resources**

- Information on the nearest drugstores, ER, and walk-in clinics
- Tips for taking a sensory break when needed (applies to adults and children).
- Large venue map. [Since the FLC ADA Routes Map is not available in printed form, I would advise IMYM to have printed copies of the map and the link available at on-campus registration in the registration packet and to have the link included in the registration materials.
- Larger print schedule
- Optional pronoun badge stickers
- Optional disability badge stickers
- Paddle signs to hold up that say "Use the Mic"; "Show your Lips"; "I have a Question"

### **b. During the Annual Gathering**

i. Golf carts will be available at the Annual Gathering. We need to develop a good communication system that makes it easier for Friends who need a lift to get a ride and for golf cart drivers to get to the Friends who need them. One suggestion is to have a cell phone identified as the contact and dispatch cellphone and keep it staffed during all Gathering activities (from the earliest to the latest). Friends who need a lift can call this number and the dispatcher can call the drivers.

ii. One or more cell phone contact numbers should be made available to attenders so they can ask for help if they need to. Perhaps the best place for the "event cellphone(s)" would be the Gathering registration area in the Student Union. The cellphones should be operational during the time that the registration center is open. We should also be sure IMYM Gathering attenders have FLC's emergency contact information. IMYM might also

## IMYM Arrangements Committee

design an app for all attenders with program, access and other information. There is an information desk in the Student Union one floor down from IMYM's registration area that is open all day and into the evening. IMYM contact persons and the FLC Information desk need to have each other's numbers.

iii. Make it easier for hearing-impaired Friends. The "speak up" paddle has already been mentioned. In addition, for plenary sessions and business meetings, it would help to have an area reserved for attenders who benefit from being able to see the speaker speaking. Presenters and conveners should be asked to speak clearly and face the "Let's Hear This" area of the room. Ensure that anyone who is speaking, including audience members, use microphones.

iv. Locate where the nearest drugstores, walk-in clinics, emergency rooms in Durango are located. Ask FLC staff for help with this.

v. Let's be FRIENDLY! Encourage Friends to help each other. Let's invite SYF and JYF attenders to help older Friends who need a little help or parents who are juggling many child care tasks at once. It's true we will have child care and CYM programming available, but a little help from SYF and JYF can make a difference.

### **c. Let's Form a Committee!**

IMYM's commitment to inclusion, accessibility and universal design will take some time and thought. The ideas in this report are the fruit of one person's research, experience and ideas. There are undoubtedly many needs that have not been included in this summary report and many strategies for inclusive access that have been overlooked. For IMYM to "seek to create an inclusive environment that encourages full participation of all in the life of our Yearly Meeting" (MINUTE 20190614(b)) will require an ongoing commitment and the discernment that only Friends seeking Light together can produce. The Ombudsperson for the Differently Abled cannot and should not work alone, think alone or seek Spirit's guidance alone.

Arrangements Committee in our planning gathering recognized the need for a more formal group structure to guide the work of visioning a more inclusive IMYM for the variously abled. We recognized that IMYM may need to create one more Committee. The Ombudsperson asks that this need be considered by Representatives Committee and an appropriate structure within IMYM be developed and brought forward.